



COUNTY OF LOS ANGELES
invites applications for the position of:

LIBRARY ASSISTANT I

SALARY: \$3,273.28 - \$4,281.64 Monthly
\$39,279.36 - \$51,379.68 Annually

OPENING DATE: 10/27/16

CLOSING DATE: 11/03/16 06:00 PM

POSITION/PROGRAM INFORMATION:

COUNTY OF LOS ANGELES PUBLIC LIBRARY



EXAM NUMBER
Q8326G

FILING DATES
NOVEMBER 1, 2016 - NOVEMBER 3, 2016

FILING WILL START EFFECTIVE TUESDAY, NOVEMBER 1, 2016 AT 8:00 AM. FILING WILL BE SUSPENDED AFTER THE FIRST 300 APPLICATIONS ARE RECEIVED OR BY THURSDAY, NOVEMBER 3, 2016 AT 6:00 PM (PST), WHICHEVER OCCURS FIRST. APPLICATIONS RECEIVED AFTER THE FIRST 300 WILL NOT BE CONSIDERED. THE EXAM WILL REOPEN IF THE NEEDS OF THE SERVICE REQUIRE.

TYPE OF RECRUITMENT
OPEN COMPETITIVE JOB OPPORTUNITY

DEFINITION:

Performs routine paraprofessional library tasks to assist professional librarians.

CLASSIFICATION STANDARDS:

Positions allocable to this class are responsible for performing general and varied paraprofessional library tasks, within well-defined standards, in functional areas such as supervision of Library Aids and Pages in medium or small community libraries, circulation, acquisition, cataloging, special programs, and the physical upkeep of library and inventory materials within the County of Los Angeles Public Library. Incumbents must exercise a practical knowledge of library functions and services and have the ability to apply specific library rules, procedures, and practices pertaining to their particular area of assignment. As essential functions of the position, incumbents are required to bend, stoop, squat, twist, reach, work on irregular surfaces, lift objects of moderate weight, and stand or walk for long periods of time. In addition, some positions are required to drive County vehicles, including the department's Bookmobile, to and from work sites. Incumbents assigned to a Bookmobile must be able to work independently, load and unload books and material onto and from the vehicle, make minor vehicle adjustments as necessary, and drive for extended periods of time.

ESSENTIAL JOB FUNCTIONS:

- Supervises Library Aids and Library Pages in medium or small size community libraries.
- Assists customers by locating books; finding reference materials utilizing online reference services; giving library program presentations; providing information regarding specialized programs; and answering simple reference questions while referring the more difficult questions to higher level staff.
- Assists professional staff in technical services or specialized service programs such as acquisitions, business research, literacy, cataloging of library materials, and conducting online searches, ordering, and online maintenance of the computerized library catalog.
- Assists in maintaining library records regarding inter-library loan requests, circulation, registration, book stock, literacy programs, business research and the collection of fines.
- Assists professional staff in library materials evaluation activities such as searching review media, online data bases, Internet resources, and bibliographic tools.
- Assists in collection maintenance by searching for information concerning additions, replacements, and withdrawals.
- Issues, receives, and tracks library materials and supplies including requesting books and reference materials from regional and department headquarters.
- Acts as relief driver, which may include operating a Bookmobile with a Gross Vehicle Weight Rating of 26,001 pounds or more, as needed.
- Coordinates literacy services in an assigned region.
- Registers borrowers and enforces library rules.
- Arranges for the upkeep of the library facility in a clean and orderly condition.
- Maintains statistical records and prepares reports as assigned.
- Acts as a timekeeper for work unit, as needed.

REQUIREMENTS:**SELECTION REQUIREMENTS:**

Completion of two years in an accredited college or university*, including six units of technical library course work. One year of paid* clerical or technical experience** in an organized library will be accepted for each year of college.*

LICENSE:

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

Some positions require a valid California Class B Driver License to perform job-related essential functions.

PHYSICAL CLASS III - MODERATE:

Includes standing or walking most of the time, with bending, stooping, squatting, twisting, and reaching; includes working on irregular surfaces, occasionally lifting objects weighting over 25 pounds, and frequent lifting of 10-25 pounds.

SPECIAL REQUIREMENT INFORMATION:

*Part-time experience will be calculated by a verifiable 40-hour work week.

**Clerical or technical duties require a working knowledge of routine library-related support functions such as shelving of library materials, utilizing the Dewey decimal and alphabetical filing systems, and cataloging.

ADDITIONAL INFORMATION:**EXAMINATION CONTENT:**

This examination will consist of two parts:

1. A qualifying written test covering basic library knowledge, written expression, office practices and procedures, and basic mathematics. Candidates must achieve a passing score of 70% or higher on the written test in order to proceed to the interview portion of the exam.

WRITTEN TESTS ARE NOT REVIEWABLE BY CANDIDATES PER CIVIL SERVICE RULE 7.19.

2. An interview covering job preparation, oral and interpersonal communication effectiveness, work habits and decision-making skills, and adaptability weighted 100%. Candidates must achieve a passing score of 70% or higher on the interview in order to be placed on the eligible list.

Candidates must achieve a 70% or higher on the examination to be placed on the eligible list.

ELIGIBILITY INFORMATION:

The names of candidates receiving a passing grade in the examination will be placed on the eligible list in the order of their score group for a period of twelve (12) months following the date of promulgation.

SPECIAL INFORMATION:

Appointees must be willing to work any shift, including evenings, nights and weekends.

VACANCY INFORMATION:

The resulting eligible list for this examination will be used to fill vacancies throughout the County of Los Angeles Public Library.

BACKGROUND CHECKS:

Candidates appointed to Public Library positions are fingerprinted and are subject to a criminal background check by the State Department of Justice. Job-related convictions as defined by County Policy may result in discharge or disqualification from employment with the Public Library.

APPLICATION AND FILING INFORMATION:

Fill out your application completely. Applications must be filed online only. Applications submitted by U.S. Mail, fax or in person will NOT be accepted. Any required documents must be submitted within fifteen (15) calendar days from application submission. We must receive your application by 6:00 pm, PST, on the last day of filing.

Apply online by clicking on the green "Apply" button at the top right of this posting. You can also track the status of your application using this website.

The acceptance of your application depends on whether you have clearly shown that you meet the Selection Requirements. Fill out the application completely and correctly to receive full credit for any related education, training, and job experience in the space provided. **For each job held, give the name and address of your employer, your job title, beginning and ending dates, number of hours worked per week, description of work performed, and salary earned. If your application is incomplete, it will be rejected. All information and records are subject to verification.**

IMPORTANT NOTES:

- All information included in the application is subject to VERIFICATION at any point during the examination and hiring process, including after an appointment has been made.
- FALSIFICATION of any information may result in DISQUALIFICATION.
- Utilizing verbiage from Class Specification and/or Bulletin serving as your description of duties WILL NOT be sufficient to meet the requirements. Doing so may result in an INCOMPLETE APPLICATION and you may be DISQUALIFIED.

SOCIAL SECURITY NUMBER:

Please include your Social Security Number for record control purposes. Federal law requires that all employed persons have a Social Security Number.

COMPUTER AND INTERNET ACCESS AT PUBLIC LIBRARIES:

For candidates who may not have regular access to a computer or the internet, applications can be completed on computers at public libraries throughout Los Angeles County.

NO SHARING OF USER ID AND PASSWORD:

All applicants must file their application using their own user ID and password. Using a family member or friend's user ID and password may erase a candidate's original application record.

Department Contact Name: Barbara Aldana
 Department Contact Phone: (562) 940-8434
 Department Contact Email: baldana@library.lacounty.gov
 California Relay Services Phone: (800) 735-2922
 ADA Coordinator Phone: (562) 940-4155
 ADA Coordinator Email: sfowler@library.lacounty.gov
 Teletype Phone: (562) 940-8477

**COUNTY OF LOS ANGELES
Employment Information**

Any language contained in the job posting supersedes any language contained below.

Your Responsibilities:**1. Completing Your Application:**

- a. Before submission of the application, it is your responsibility to ensure that all information provided is correct and complete on the application. Incomplete applications cannot be accepted.
- b. Please list separately the PAYROLL TITLE for each job. Do not group your experience. Specify the beginning and ending dates for each job. If you are a County employee and have been promoted, do NOT list all of your time with the County under your present payroll title.
- c. Please include your Social Security Number for record control purposes. Federal law requires that all employed persons have a Social Security Number.
- d. To receive APPROPRIATE CREDIT, include a copy of your diploma, transcript, certificate, or license as directed on the job posting.

2. Minimum or Selection Requirements are listed in the job posting.

- a. YOUR APPLICATION WILL BE ACCEPTED ONLY IF IT CLEARLY SHOWS YOU MEET THESE REQUIREMENTS. The information you give will determine your eligibility and is subject to verification at any time.
- b. You must be at least 16 years of age at the time of appointment unless other age limits are stated on the job posting. The Federal Age Discrimination in Employment Act (ADEA) of 1967, as amended, prohibits discrimination on the basis of age for any individual over age 40.
- c. Your experience may be paid or unpaid unless the job posting states otherwise. Experience is evaluated on the basis of a verifiable 40-hour week.

3. Application Deadline:

- a. All job applications must be completed and submitted by the last day of the filing period and closing time as indicated on the job posting unless other instructions are provided. Job postings with an open continuous filing period are subject to closure without prior notice. It is to your advantage to file your application early and not wait until the last allowable date and time as you will not be able to apply once the filing period has closed.
- b. Applications for positions designated "Apply in Person" must be filed in person at the address provided on the job posting.

4. Change of Name or Address:

To change personal information such as your name or address, log into your profile and make the necessary change. This can be done at any time.

5. Promotional Examinations:

- a. Some of your experience may have been in a position in which such work is not typically performed. If such experience is permitted as indicated on the job posting, a signed Verification of Experience Letter (VOEL) signed by your department's Human Resources Office must be attached to your application unless otherwise stated on the job posting.
- b. If indicated on the job posting, permanent employees who have COMPLETED THEIR INITIAL PROBATIONARY PERIOD AND HOLD A QUALIFYING PAYROLL TITLE may file for promotional examinations if they are within six months of meeting the experience requirements by the last day of filing or at the time of filing for open continuous exams.

6. Equal Employment Opportunity/Non-Discrimination Policy:

- a. It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of race, color, religion, sex, national origin, age, sexual orientation or disability.
- b. If you require material in an ALTERNATE FORMAT or are an individual requesting REASONABLE ACCOMMODATION(S) in the examination process for a physical or mental disability, please CONTACT THE AMERICANS WITH DISABILITIES ACT (ADA) COORDINATOR LISTED ON THE JOB POSTING. The provision of reasonable accommodation may be subject to verification of disability as allowable with State and Federal law. All disability-related information will remain confidential.

Disclaimer: The County of Los Angeles is not responsible or in any way liable for any computer hardware or software malfunction which may affect the employment application or the application selection process.

Social Security Act of 2004: Section 419 (c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. The County of Los Angeles does not participate in the Social Security System. All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website www.socialsecurity.gov, or call toll free 1-800-772-1213. Persons who are deaf or hard of hearing may call the TTY number 1-800-325-0778 or contact a local Social Security office.

Record of Convictions: As part of the selection process you may be required to complete and submit a Candidate Conviction History Questionnaire (CCHQ). PLEASE DO NOT SUBMIT THE CCHQ WITH YOUR APPLICATION, unless instructed to do so. A full disclosure of all convictions is required, when requested. Failure to disclose convictions will result in disqualification. Not all convictions constitute an automatic bar to employment. Factors such as your age at the time of the offense (s), and the recency of offense(s) will be taken into account, as well as the relationship between the offense(s) and the job(s) for which you apply. However, any applicant for County employment who has been convicted of workers' compensation fraud is automatically barred from employment with the County of Los Angeles (County Code Section 5.12.110). ANY CONVICTIONS OR COURT RECORDS WHICH ARE EXEMPTED BY A VALID COURT ORDER DO NOT HAVE TO BE INCLUDED.

For more information regarding convictions that are not subject to disclosure, please refer to the CCHQ from the link below:
<http://file.lacounty.gov/dhr/CCHQ.pdf>

Americans with Disabilities Act of 1990: All positions are open to qualified men and women. Pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation, or help in order to apply for a position, may contact the ADA/Personnel Services for Disabled Persons Coordinator. Hearing impaired applicants with telephone teletype equipment may leave messages by calling the teletype phone number on the job posting. The County will attempt to meet reasonable accommodation requests whenever possible.

Veteran's Credit: In all open competitive examinations, a veteran's credit of 10 percent of the total credits specified for such examinations will be added to the final passing grade of an honorably discharged veteran who served in the Armed Forces of the United States under any of the following conditions: During a declared war; -or- During the period April 28, 1952 through July 1, 1955; -or- For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; -or- During the Gulf War from August 2, 1990 through January 2, 1992; -or- For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on August 31, 2010 the last day of Operation Iraqi Freedom; -or- In a campaign or expedition for which a campaign medal or expeditionary medal has been authorized and awarded. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti qualifies for credit.

A campaign medal holder or Gulf War veteran who originally enlisted after September 7, 1980 (or began active duty on or after October 14, 1982, and has not previously completed 24 months of continuous active duty) must have served continuously for 24 months or the full period called or ordered to active duty.

This also applies to the spouse of such person who, while engaged in such service was wounded, disabled or crippled and thereby permanently prevented from engaging in any remunerative occupation, and also to the widow or widower of any such person who died or was killed while in such service. A DD214, Certificate of Discharge or Separation from Active Duty, or other official documents issued by the branch of service are required as verification of eligibility for Veterans preference. Applicants must submit the documentation for each open competitive exam to qualify for veteran's credit.

COUNTY OF LOS ANGELES

Employment Information

Any language contained in the job posting supersedes any language contained below.

You assume all responsibility and risk for the use of this system and the Internet generally. This system and the information provided on it are provided on an "as is" and "as available" basis without warranties of any kind, either express or implied. No advice or information given by the County of Los Angeles or its respective employees shall modify the foregoing or create any warranty.

The County of Los Angeles expressly disclaims any warranty that the information on this system or on the Internet generally will be uninterrupted or error free or that any information, software or other material accessible from the system is free of viruses or other harmful components. You shall have no recourse against the County of Los Angeles as the system provider for any alleged or actual infringement of any proprietary rights a user may have in anything posted or retrieved on our system.

The County of Los Angeles shall not be liable for any direct, indirect, punitive, incidental, special or consequential damages arising out of or in any way connected with the use of this system or with the delay or inability to use it (or any linked sites), or for any information obtained through this system, or otherwise arising out of the use of this system, the Internet generally or on any other basis.

NOTE: Your application is submitted using Secure Encryption to ensure the privacy of all information you transmit over the Internet.

By accepting the Use Disclaimer set forth here, you agree to all of the above terms and further agree to use this Online Job Employment Application System only for the submission of bona fide employment applications to the County of Los Angeles. Any other use of this Online Job Employment Application System, including without limitation any copying, downloading, translation, decompiling, or reverse engineering of the system, data, or related software, shall be a violation of the Use Disclaimer.

Benefit Information: Depending on the position, the successful candidate will enroll in a contributory defined benefit pension plan if the candidate is a "new member" of the County's defined benefit plan (LACERA) on or after January 1, 2013 (first employed by the County on or after December 1, 2012) – unless she or he established reciprocity with another public retirement system in which she or he was a member before January 1, 2013. It should be noted that County employees do not pay into Social Security, but do pay the Medical Hospital Insurance Tax portion of Social Security at a rate of 1.45%. The Los Angeles County Employees Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California.

Employment Eligibility Information: Final appointment is contingent upon verification of U.S. citizenship or the right to work in the United States. Immigration law provides that all persons hired after November 6, 1986, are required to present original documents to the County, within three (3) business days of hiring, which show satisfactory proof of: 1) identity and 2) U.S. employment eligibility.

Los Angeles County Child Support Compliance Program: In an effort to improve compliance with court-ordered child, family and spousal support obligations, certain employment and identification information (i.e., name, address, Social Security number and date of hire) is regularly reported to the State Directory of New Hires which may assist in locating persons who owe these obligations. Family Code Section 17512 permits under certain circumstances for additional employment and identifying information to be requested. Applicants will not be disqualified from employment based on this information.

The California Fair Employment and Housing Act (Part 2.8 commencing with Section 12900 of Division 3 of Title 2 of the Government Code) and the Regulations of the Fair Employment and Housing Commission (California Code of Regulations, Title 2, Division 4, Sections 7285.0 through 8504) prohibits employment discrimination based on race or color; religion; national origin or ancestry, physical disability; mental disability or medical condition; marital status; sex or sexual orientation; age, with respect to persons over the age of 40; and pregnancy, childbirth, or related medical conditions.

Accreditation Information: Accredited institutions are those listed in the publications of regional, national or international accrediting agencies which are accepted by the Department of Human Resources. Publications such as American Universities and Colleges and International Handbook of Universities are acceptable references. Also acceptable, if appropriate, are degrees that have been evaluated and deemed to be equivalent to degrees from United States accredited institutions by an academic credential evaluation agency recognized by The National Association of Credential Evaluation Services or the Association of International Credential Evaluators, Inc. (AICE).

Test Preparation: Study Guides and other test preparation resources are available to help candidates prepare for employment tests. An interactive, Online Test Preparation System for taking practice tests may be accessed on the Department of Human Resources website at <http://hr.lacounty.gov/job-search-toolkit>. Scroll down to the "Employment Test Assistance" section and click on the "VISIT ONLINE TEST PREP SYSTEM" link. Additional test preparation resources may be listed on the job posting.

Equal Employment Opportunity: It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of race, religion, sex, national origin, age, sexual orientation, or disability or any other characteristic protected by State or Federal law. All positions are open to qualified men and women pursuant to the Americans with Disabilities Act of 1990 and the California Fair Employment and Housing Act. The County will comply with all of its obligations under State and Federal laws regarding the provision of reasonable accommodations to applicants.

APPLICATIONS MAY BE FILED ONLINE AT:

<http://hr.lacounty.gov>

Los Angeles, CA 90010

Position #Q8326G
LIBRARY ASSISTANT I
BA